



UNIFORM POLICY – RELIGIOUS EXEMPTIONS

Operations Order

4.1.02

PHOENIX POLICE DEPARTMENT

Rev. 11/25/24

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1. RELIGIOUS EXEMPTIONS

A. Exemptions for employees of the Sikh faith

- (1) May wear a turban unless not permissible due to their assigned duty (i.e. when wearing a riot helmet).

NOTE: In instances where a Sikh employee is required to wear a riot helmet, a smaller “under turban” may be worn under the helmet.

(a) Uniformed employees who wear Sikh turbans shall ensure:

- The turban is the same color (navy blue) as uniform requirements for headgear as outlined in the [Class C Uniform specifications](#).
- No logos, symbols, or other emblems are visible.
- The turban will fit snugly on the head with the top peak of the turban facing the front.
- The Phoenix Police cap badge will be pinned to the Sikh turban and centered on the front.
- Hair must be groomed and secured under the turban.

- (b) Employees in non-uniformed positions will wear a Sikh turban in a color to correspond with their assigned position’s uniform requirements (e.g., recruits, tactical assignments, civilian positions, etc.)

- (2) May wear a Kara (steel bracelet) so long as the Kara does not interfere with the employee’s ability to perform their duties.

- (3) Employees who carry a Kirpan (religious sword/dagger) shall ensure the Kirpan has a blade length no longer than three inches and is worn in a cloth holster (Gatra) under the uniform shirt.

B. Exemptions for employees of the Muslim faith

- (1) Employees of the Muslim faith may wear a hijab.

(a) Uniformed employees who wear a hijab will ensure:

- It is the same color (navy blue) as uniform requirements for headgear as outlined in the [Class C uniform specifications](#)
- No logos, symbols, or other emblems are visible
- The material will not cover any part of the face
- The hijab will fit snugly on the head and will be tucked into the collar of the uniform shirt

NOTE: Uniformed employees may elect to wear a specially modified hijab with quick release clasps.

- (b) Employees in non-uniformed positions will wear a hijab in a color to correspond with their assigned position’s uniform requirements (e.g., recruits, tactical assignments, civilian positions, etc.)

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1. C. Sworn employees of the Jewish faith may wear a Kippah/Yarmulke at all times.

(1) Employees who wear a Kippah/Yarmulke shall ensure that:

- (a) The Kippah/Yarmulke is the same color (navy blue) as the headgear corresponding to Department uniform requirements in in the [Class C uniform specifications](#). No logos, symbols, or emblems will be displayed.
- (b) Employees in non-uniform positions will wear professional and similar colors to correspond with their assignment functions and clothing/uniform requirements (e.g. recruits, tactical assignments, training positions, etc.)
- (c) Assigned Department headgear can/will be worn on top of the Kippah/Yarmulke, when the employee chooses or is required.

Last Organizational Review: